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Vol. 2 No. 10 November, 2021 Evansville, IN

Governor Holcomb honors Judges D'Amour and Tornatta with rare "Distinguished Hoosier" Awards

November 2021
 At the City-County Observer Public Service Awards Ceremony on Wednesday, October 20, 2021, Vanderburgh Superior Court Judge Thomas Massey had the privilege of awarding the "CCO Community Service Award" to Judge Richard G. D'Amour for his 16 years of service to the Vanderburgh Superior Court as a Magistrate and later Judge.



Immediately after Judge Rich D'Amour's very thoughtful and well-received acceptance speech, Chief Judge Leslie C. Shively of the Vanderburgh Superior Court presented a "Distinguished Hoosier" award to retired Judge Rich D'Amour by Indiana's 51st Governor, Eric Holcomb.



A second "Distinguished Hoosier" award was then presented by Chief Judge Shively to Senior Judge Robert J. Tornatta for his 24 years of service to the Vanderburgh Superior Court as a Magistrate and later Judge. The "Distinguished Hoosier" award is one of the highest tributes given out by the State of Indiana to its citizens. The "Distinguished Hoosier" has been awarded by Indiana Governors for more than 50 years to recognize outstanding Indiana residents. Only the Governor has the authority to designate a "Distinguished Hoosier" to those who distinguish themselves by significant contributions to their communities and whose qualities and actions endear them in the hearts and minds of Hoosiers. Clearly, both Judge D'Amour and Judge Tornatta were very deserving recipients of such high tribute by Governor Holcomb.

City-County Observer Honors Community Service Leaders



November 2021
EVANSVILLE - Community leaders recently gathered to bestow City-County Observer "Community Service Awards" to a group of most deserving public servants and community volunteers. The honorees given these awards were Attorney Charles L. Berger, Indiana State Senator Vaneta Becker, City Council member Alex Burton, retired County Treasurer, and County Clerk-Susan Kirk, retired Vanderburgh County Superior Court Judge Rich D'Amour, Community Volunteer Lisa Rhyand Vaughn, and Evansville Mayor Lloyd Winnecke.

Mayor Winnecke was also recognized with the Inaugural "Person of the Year Award" for his outstanding contributions to our city. The awards ceremony was overseen by the extremely popular Master of Ceremonies, Brad Ellsworth. The keynote speaker was the very personable Mike O'Daniel, Co-President of D-Patrick Automotive Group. Mr. O'Daniel reminded attendees that the rewards of public service are reaped not only by those served but by those serving their community. "The more you give, the more you want to give," Mr. O'Daniel explained, recalling his past experiences of volunteer work. Mr. O'Daniel challenged attendees to find a cause they felt personally connected to and give back. Be it time, talent, or treasure - Every member of our community has something to offer this community to make it a better place.

The following individuals presented the 2021 "Community Service Awards" to the following honorees: John Bates, Business Manager Manager of Plumbers and Steamfitters Local 136 was the presenter to Charles L. Berger, Vanderburgh County Treasurer Dottie Thomas was the presenter to State Senator Vaneta Becker, Vanderburgh County Commissioner Ben Shoulders was the presenter to City Councilman Ales Burton, retired Circuit Court Judge Carl Helt was the presenter to retired County Treasurer, and County Clerk-Susan Kirk, Vanderburgh County Superior Court Judge Tom Massey was the presenter to retired Vanderburgh County Superior Court Judge Rich D'Amour, Karese Johnson was the presenter to Community Volunteer Lisa Rhyand Vaughn and Deputy Mayor Steve Schaefer was the presenter to Evansville Mayor Lloyd Winnecke.

The presenter of the CITY-COUNTY OBSERVER "PERSON-OF -THE-YEAR" award given to Evansville Mayor Lloyd Winnecke by the CCO event Master Of Ceremonies Brad Ellsworth. It was very obvious that Mayor Winnecke was extremely appreciative of being selected as the first honoree of this most prestigious honor. Upon receiving this award Mayor Winnecke received a spontaneous standing ovation from those in attendance.

The City-County Observer would also like to thank our many table sponsors. Their support of this event makes our community even a better place to live.

Evansville region targets population growth in \$50 million READI submission

November 2021
EVANSVILLE, IN - Evansville Regional Economic Partnership (E-REP) in partnership with the Southwest Indiana Regional Development Authority (SWIRDA) officially submitted its regional development plan on September 23rd, vying for a cut of the state's \$500 million Regional Economic Acceleration and Development Initiative (READI) program.

The Evansville Region has a transformational vision to become the talent and economic region of choice in the Midwest. The region's strategy leverages \$50+ million in READI funding and will spur additional public and private investment in the community. "We've named this vision for a

stronger region 'e looks good on you' - incorporating the goals and strategies of prior work through both a community-wide branding campaign and multi-year planning initiative called Talent 2025," said SWIRDA chair

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USI satellite, UNITE CubeSat, nears reentry Milestone comes as satellite nears 1,000th day in orbit



November 2021
 As UNITE CubeSat, USI's student-built satellite, nears yet another milestone, 1,000 days in orbit, it is also reaching the mission-critical phase of its journey where it will descend back into the earth's atmosphere, tracking critical data during reentry.

It's been nearly two years and seven months since a handful of USI students and professors sat, eyes glued to screens, as NASA's Mission

CenterPoint Energy receives approval for 400 megawatts of renewable energy serving Southwestern Indiana

November 2021
EVANSVILLE - CenterPoint Energy, Inc. (NYSE: CNP) announced yesterday its Indiana-based electric and natural gas business, CenterPoint Energy Indiana South, received approval from the Indiana Utility Regulatory Commission to acquire a 300-megawatt (MW) solar array, as well as enter into a power purchase agreement (PPA) for an additional 100 MWs of solar energy as part of the company's long-term electric generation transition plan.

CenterPoint Energy entered into an agreement with Arevon Energy Management, the company that will build the utility-owned project in Posey County, Ind. The agreement required approval by the Commission. Arevon Energy Management and energy company



Tenaska are co-developing the project. CenterPoint Energy will also purchase additional solar power from Clēnera, which is developing a solar project in Warrick County, Ind., under a 25-year contract.

Together, the approval of these renewable energy projects solidifies the next component of CenterPoint Energy's long-term electric generation transition plan, meeting stakeholder sustainability goals, and implementing the most economic path forward as outlined in the company's Integrated Resource Plan. The continued build out of

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BREAKING NEWS

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Commentary

We Consider Ourselves To Be A Beacon Of Light For Our Community

November 2021

Over the years the City-County Observer has strived to serve as a "community watchdog" by sounding the alarm when our citizens' rights are in danger of being violated by our elected and appointed officials.

We encourage our elected and appointed officials to always consider the welfare of this community. We realize that a community can have no greater ambassador of goodwill than one which keeps its citizens informed about the accomplishments, failures, and triumphs of their elected and appointed officials. The primary focus of this publication is built upon the foundation of our readers for contemporary information in order to enhance their quality of life.

The Constitution of the United States of America is our Beacon of Light. The first amendment to the U.S. Constitution states, "Congress shall make no law respecting an establishment of religion, or abridging the freedom of speech, or of the press, or the right of the people to peaceably assemble, and to petition the government for a redress of grievances."

The right to assemble and to see redress of grievances is enshrined in our constitution. Over the past several years, we have witnessed both peaceful and violent protests throughout our country. Recently outside groups of anarchist agitators attempted to foment lawlessness and unrest to advance their own objectives and cause anarchy.

We are a nation born of the revolutionary spirit of protest, coupling expressions of grievances against injustice with the desire to be free. However, the publisher and staff of the City-County Observer deplore the theft, looting, and burning of the buildings caused by the random acts of lawless anarchists and thugs. In fact, we believe these lawless thugs should be arrested and thrown in jail.

Since the "defund the police" movement has taken hold in some large American cities, violent crime has increased more than 300% in many of those cities. The City-County Observer strongly opposes the "defund the police" movement. We are a strong supporter of law enforcement.



Thankful for goodness

By Marie Williams
November 2021

Recently the City-County Observer recognized several public servants for their service to our community and thank them for their hard work, commitment to improving our quality of life, and willingness to be vulnerable.

It could not be a more appropriate time to recognize goodness!

Citizens in our community, like most of those throughout our country, have been faced with increasing challenges in the last few years. The "United" within and among our States is seriously at risk. Social media threatens the effective dialogue that has been the source of conflict resolution since the beginning of our nation.

Political alliances have inhibited, if not prevented, negotiations for the best decisions in the interest of public welfare, and have promoted greed for power. And the network media contribute to the chaos by spreading lies, half-truths, and attacking those who disagree with them. All of this contributes to a world in which effective leaders resist stepping forward to seek and/or accept leadership positions in public service.

Our community is blessed with



many effective leaders who serve as outstanding stewards of their abundant gifts. The City-County Observer was proud to recognize some of them at our annual "Outstanding Community Service" luncheon at Bally's-Evansville.

While this event is a small token of our appreciation, it is an important one that we hope will encourage all to express their appreciation for all those who elect and are elected to make a positive difference in our lives.

Please join us in thanking Attorney Charles L. Berger, retired Superior Court Judge Rich D'Amour, former County Treasurer and County Clerk-Susan Kirk, Mayor Lloyd Winnecke, State Senator Vaneta Becker, City Councilman Alex Burton, and Community Volunteer Lisa Vaughn for their hard work, commitment to the community, and their willingness to serve public good.

The changes have just begun

By John Krull
TheStatehouseFile.com
November 2021

A banner draped across the front of the business says the place is hiring. The wages are \$16 per hour plus tips.

Another restaurant not far from it bears a similar sign. It promises \$17 per hour. This eatery doesn't mention tips, but it pledges to pay a signing bonus to anyone who comes on board.

At the same time, we read reports that record numbers of Americans have left their jobs in recent months. Many of them are leaving low-wage service jobs, such as the ones the restaurant and hospitality industry provides.

Welcome to the new economy.

There are many politicians - particularly conservative ones - who have been moaning about this supposedly newly discovered labor shortage. They complain that it is the result of pandemic relief payments that, they say, paid people not to work. They also say that Americans are now lazy, self-indulgent and reluctant to work.

They're wrong on every count.

Their observations just demonstrate, once again, that most politicians don't pay close attention to what's really going on and that they would prefer to waste their time - and ours - with silly fights.

Economists have been warning that a labor shortage is coming for at least a decade. There are several causes. Declining birth rates over the past couple of generations mean there are fewer people available. This was compounded by the Great Recession of 2008 and 2009.

As a result, economists have said that, by the year 2030, there will be a labor shortage as great as 25 percent.

That means the changes we're seeing now will become even more dramatic.

Businesses, communities, states, and countries will be prodded by these changed circumstances to make themselves more attractive to workers. That's why the savvy nations around the globe are talking not about building walls to keep people out but revising their immigration policies to make it easier for talented people to relocate and labor within their borders.

Here in this country, states with leadership that looked ahead to this emerging reality didn't waste time and resources on, for example, silly and perhaps self-destructive

battles over things like right-to-work legislation and campaigns to encourage skilled LGBTQ citizens not to consider Indiana a good place to make a home.

But the alterations in the ways we live and function will go beyond traditional politics.

We're seeing that already.

The relative scarcity of labor means, of course, that wages will go up. That will lead to similar rises in prices, especially for those goods and services that are the most labor-intensive.

But it also will tilt the balance of power between labor and capital at least a little bit back in labor's direction. Part of the reason so many workers have quit working at restaurants and hotels is that they are confident in this new economy that they can find jobs elsewhere—often ones that pay better.

Those laborers who aren't leaving their jobs are organizing to demand better pay and better conditions in the ones they already have. We have begun to see strikes pop up around the country.

The companies and states that assume hardline positions with the unions run a great risk. It isn't just that those businesses will face unrest and disruptions in the short term. It's also that they send a signal to potential future workers that they have no interest in working with or even listening to their employees.

In a labor market that's right now and only going to grow tighter, that's not just foolish. It's borderline suicidal.

But that's a new reality.

Whether businesses like it or not—whether politicians like it or not—we're going to have to stop re-fighting and re-fighting battles from the 1930s, '40s, and '50s and focus on finding new ways to work together.

Because paying \$16 per hour plus tips to make and deliver pizzas is just the beginning.

FOOTNOTE: John Krull is director of Franklin College's Pulliam School of Journalism and publisher of TheStatehouseFile.com, a news website powered by Franklin College journalism students.

The City-County Observer posted this article without bias or editing.



The City-County Observer is a member of ACP, Association of Community Publishers.



Reliable internet is essential for work, education

By State Representative Tim O'Brien-Evansville

November 2021

Daily life can be difficult without a high-quality internet connection. Whether running a business, taking courses online, meeting virtually with your doctor or communicating with family, unreliable broadband can be a huge hindrance.

In Indiana, 12% of residents lack adequate broadband access and nearly half live in areas with only one internet provider, according to a Federal Communications Commission report. To close this digital divide, I sponsored a law to increase high-speed broadband access to underserved Hoosiers. Lawmakers allocated \$270 million to create the Indiana Connectivity Program to determine broadband needs and assist with the expense of extending service.

Those without a quality internet connection can report their address and information using the Next Level Connections portal at in.gov/ocra/broadband/icp or by calling 833-639-8522 from 8 a.m. to 5 p.m. (ET). To be eligible for assistance, a location must experience speeds of less than 25 Mbps (download) and 3 Mbps (upload).

Internet providers will review service requests and submit



bids to extend broadband to those areas. The Indiana Office of Community and Rural Affairs will evaluate bids and award funding.

Many Hoosier are still without reliable internet, putting them at a disadvantage when it comes to school or work. An FCC study shows 99% of households in Vanderburgh County and 82% of households in Warrick County could sign up for broadband internet, but that doesn't account for those experiencing slow speeds. Only 52% in Vanderburgh County actually use internet services in their homes and 38% in Warrick County are connected.

To help boost internet connections in your area, visit in.gov/ocra/broadband/icp to report slow speeds and apply for assistance.

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Aurora's Homeless Experience Project 2021

Aurora's is positioned to raise awareness to prevent and end homelessness

November 2021

EVANSVILLE – Over 400 men, women, children and seniors experience homelessness in Evansville each year. At Aurora, our mission



is "creating solutions to prevent and end homelessness in our community". It is Aurora's duty to not only serve the most vulnerable, but ensure that our community is aware, engaged, and activated to prevent and end homelessness here at home in Southwestern Indiana.

The National Coalition for the Homeless, in partnership with the National Student Campaign against Hunger & Homelessness, holds Hunger & Homeless Awareness week this year Nov. 13 – Nov. 21. Therefore, we found it fitting to launch the first ever 48 Hour Homeless Experience Project in our community. Our purpose is three-fold.

First, we want to raise awareness. This project will help our community and leaders gain at least a small window of perspective about our city's most vulnerable people. Our planning team holds no delusions that this immersive 48 Hour experience will give our participants a full understanding of what it is those experiencing homelessness face every day. However, it is our intention to grow a greater community-wide understanding and compassion for folks who struggle with barriers to housing.

Second, we want to raise funds for the housing programs we offer, so as to make the greatest impact possible in our area. Aurora serves as the lead homeless service agency in region 12, and as a nonprofit, we rely on support from the public and special fundraising events in order to provide quality services to the men, women, children and seniors experiencing homelessness in our community.

Third, we want to raise awareness and support for the programs our partner agencies offer. For example, for the first time in our community's history, through the proceeds raised in this immersive experience, Aurora will be able to support and partner with United Caring Services to offer ongoing "White Flag" services in the winter. Ultimately, our case managers and social workers rely on the tremendous social service network in our community. Rallying together with each of our focused services is what makes us successful.

48 Hours in the Life will begin Thursday, November 18th at 12pm. All participants will meet at Aurora where they will then be immersed in the experience until Saturday the 20th at 12pm.

Eleven (11) leaders from our community will each receive a unique backstory along with a number of challenges and scenarios they will have to navigate on the streets of Evansville. The scenarios will differ for each individual participant, and reflect experiences similar to what our clients face on a daily basis.

Those community leaders are: Rob Bernardin, Wealth Advisor from the Boren, Bernardin, Schiff Group; Andrew Cope, Commercial Loan Officer with Evansville Teachers Federal Credit Union; Randy Goodwin, Business Agent with Plumbers and Steamfitters Local 136; Chaz Halsell, Vice President and Commercial Relationship Manager at Fifth Third Commercial Bank; Wayne Hart, Chief Meteorologist at ABC 25/ CW 7; Ryan Hatfield, Indiana State Representative; Zac Heronemus, Executive Director of Aurora; Lisa Rhyand-Vaughan, Feed Evansville Chair; Jaimie Sheth, Founder/CEO of JD Sheth Foundation; Phil Smith, Assistant Chief of Police with the Evansville Police Department; Stephanie Stone, Credit Processes Manager at Old National Bank; and Mayor Lloyd Winnecke, Mayor of the City of Evansville.

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Todd Rokita marks another successful prosecution of Medicaid fraud

November 2021

Attorney General Todd Rokita recently marked another successful case investigated and prosecuted by his Medicaid Fraud Control Unit (MFCU). In 2021, the unit has now been involved in 53 cases resulting in guilty verdicts.

This month, the owner and operator of a Southern Indiana laboratory pleaded guilty to the crimes of theft and identity deception in connection with a scheme to defraud the Medicare and Indiana Medicaid programs. "The theft of money from

government insurance programs dedicated to serving our most vulnerable populations is a theft against every Indiana citizen," Attorney General Rokita said. "We must always hold accountable those who commit these selfish acts. That's exactly what our office has done by working with our federal partners to bring this matter to a

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Lavender Timmons speaks on Evansville Recovery Alliance

By Michael L. Smith, Jr.
Community News Writer for the City-County Observer
November 2021

Heroism is defined in the Oxford dictionary as "great bravery", and this weekly series of interviews aims to find Evansville locals making a positive impact on the community through that bravery, to shine a light on their amazing contributions.

This week I had the opportunity to speak with Lavender Timmons, one of the co-founders of the non-profit Evansville Recovery Alliance, about both her organization and a topic near to her heart. One that affects not only our local community but also communities all over the United States: the Opioid Epidemic.

QUESTION: Tell Us About Yourself And Your Organization

My name is Lavender Timmons, I'm an Evansville native though I've traveled quite a bit and I've just come back home within the last four years. I'm the director and co-founder of Evansville Recovery Alliance. Within this last four years, we have started a grassroots non-profit organization, and we are officially 501(c)(3) so we do give tax exemption for donations.

We are a group of people who have direct experience with substance use, substance use disorder, recovery, and loss. Not everyone is in recovery, we don't require that everyone have direct experience, but we do prioritize those that do so that the way we are operating and the way that we are speaking about substance use is under the guidance of those with direct experience. Direct representation is important so that we are not speaking out of term or from a place of non-experience. We are a group of volunteers, and we are certified by the National Harm Reduction Coalition to train and educate folks on harm reduction, safer consumption, and overdose reversal. We also distribute free Narcan, free safe use kits, and supplies for safe sex kits including



Plan B to all of Vanderburgh County.

QUESTION: Is Your Organization A Branch Of The Indiana Recovery Alliance?

Yes, I personally, as well as the other directors and co-founders, trained with the Indiana Recovery Alliance. That was where I came into it. I had lost people from overdoses throughout my life, but I didn't understand the extent of work that the IRA was doing and how it was impacting things at the time, as well as how parallel we were when it came to finding different ways of delivering mutual aid to the community. IRA started around 10 years ago, and I have trained about 4 years ago. They're our comrades, that's where we get a lot of our supplies from, and a lot of our branding stays the same.

There is a National Harm Reduction movement, there's a Chicago Recovery Alliance as well, there are ones trying to start in Tennessee and Ohio, all trying to stay on the same page and support each other. A lot of the information focuses on incarceration, decriminalization, and destigmatization, so it is important that whenever we are offering these services that one, it stays with people of direct experience, and two, it doesn't just become a social government-controlled service, that stays grassroots and as direct to the people as possible.

QUESTION: How Has The Pandemic Impacted You And Your Organization?

The COVID-19 pandemic seems to mirror a lot of what people with substance use disorder already

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USDA works to strengthen school meals

Department continues to emphasize importance of serving children healthy foods

November 2021

WASHINGTON – U.S. Department of Agriculture (USDA) Secretary Tom Vilsack, Deputy Under Secretary for Food, Nutrition and Consumer Services, Stacy Dean and USDA Food and Nutrition Service (FNS) Administrator Cindy Long today hosted a virtual listening session with 19 school food industry executives to discuss their critical role in strengthening access to nutritious foods for school meals programs, now and into the future.

“USDA’s school meal programs have a wide-reaching impact on the health and well-being of our nation’s children,” said Vilsack. “Now, more than ever, America’s children need access to healthy and nutritious foods, and our industry partners play a huge role in making that happen.”

USDA’s meeting with these key partners came as the department, schools and other partners across the country celebrate National School Lunch Week (NSLW) between October 11-15. This week – and every week – is an opportunity to celebrate the high-quality, delicious, and nutritious lunches children receive through schools.

The COVID-19 public health and economic crisis have highlighted the essential role that school meals play in addressing childhood

hunger, as well as the tireless dedication and creativity of school food professionals in making sure children are well-fed – no matter the situation.

In case you missed it, over the last week, FNS has engaged with schools in a variety of activities in celebration of National School Lunch Week:

- Cardona and Secretary Vilsack kicked off National School Lunch Week with a video thanking school nutritional professionals for the work they do to ensure students have the healthy fuel they need to learn and grow.

- Secretary Vilsack visited Riverdale Elementary in Riverdale, Maryland to announce that the U.S. Department of Agriculture (USDA) is joining with students, parents, schools, communities and partners across the nation in recognition of National School Lunch Week, as proclaimed by President Biden.

- Regional office activities included a virtual celebration with schools in Colorado, Kansas, Missouri, Montana, Nebraska, North Dakota, South Dakota and Wyoming, congratulating them for increased school lunch participation and recognizing their innovations that have kept their students fed throughout the pandemic.

- “One of the most important things we can do to protect the future of our nation’s children

is to make sure they have enough nutritious food to eat – and the National School Lunch Program does exactly that,” said Vilsack. “Research shows that school meals are the healthiest food children receive in a day, and students’ success in the classroom is connected to their ability to access healthy and nutritious meals.” Vilsack added that USDA is committed more than ever to listening to all its partners – state, local, industry and beyond – and giving them the resources and options they need to safely serve school meals that support students’ learning and development.

USDA touches the lives of all Americans each day in so many positive ways. In the Biden-Harris Administration, USDA is transforming America’s food system with a greater focus on more resilient local and regional food production, ensuring access to healthy and nutritious food in all communities, building new markets and streams of income for farmers and producers using climate-smart food and forestry practices, making historic investments in infrastructure and clean energy capabilities in rural America, and committing to equity across the Department by removing systemic barriers and building a workforce more representative of America. To learn more, visit www.usda.gov.

Hoosiers invited to continue donating items to Afghan evacuees

November 2021

As cold weather approaches, Hoosiers are asked to consider donating needed clothing and infant supplies to help Afghan evacuees temporarily housed at Camp Atterbury in Johnson County.

Donation sites have been established across the state, but Hoosiers are encouraged to consider coordinating their own collection effort at their place of business, school or social service organization.

Thousands of evacuees remain housed at Camp Atterbury, including many families who escaped Afghanistan with nothing but the clothes on their backs. With cold weather approaching in Indiana, new coats and warm clothes, along with baby and

hygiene items, are in critical need. More than 40 percent of the population at Camp Atterbury is under the age of 14.

Indiana has a strong social-service presence with a long history of stepping up and supporting causes when needed the most. If you belong to or participate in such an organization, you are encouraged to help support Operation Allies Welcome by collecting items to help the cause.

Any organization or business seeking to make a large donation and cannot deliver to a designated site should contact the Indiana Department of Homeland Security at privatesector@dhs.in.gov.

New items are accepted from 8 a.m. to 4 p.m. Monday through Fri-

day at the following Indiana National Guard armories:

- Evansville: 3300 E. Division St.**
- Greenfield: 410 Apple St.
- Terre Haute, 3614 Maple Ave.
- Danville: 1245 E. Main St.
- Muncie: 401 N. Country Club Road
- Indianapolis: Kessler-Moore Readiness Center, 2625 W. Kessler Blvd. North Drive
- Fort Wayne: 130 W. Cook Road
- South Bend: 1901 Kemble Ave.
- New Albany: 2909 Grant Line Road

In addition to cold-weather clothing of all sizes, the following items are being accepted at the armories because they have been identified as needed the most. The items should

be in their original packaging:

- Men’s and women’s unbranded, modest clothes such as long sleeve t-shirts, underwear, pants and jackets in sizes small to large. No shorts or tank tops.
- Children’s clothing, including baby and newborn clothes, hats and socks
- Powdered baby formula
- Socks, hats, shoes, and slide-on sandals (no flip flops) for evacuees of all ages

Anyone wishing to donate additional items or make a monetary donation are being accepted by Team Rubicon and the American Red Cross.



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Indiana Latino Institute recognizes Daniela Vidal with the Award of Excellence

November 2021

Ivy Tech Community College Evansville Campus Chancellor Daniela Vidal was recognized by the Indiana Latino Institute with the Award of Excellence. Recipients for the 2021 Indiana Latino Institute Award of Excellence were chosen based on their leadership and contributions to the Latino community in Indiana.

The Indiana Latino Institute (ILI) is a statewide non-profit with headquarters in Indianapolis. Its mission is to improve health and advance education for the Indiana Latino community through statewide advocacy, research, and culturally responsive programs. The vision is to be the source of authority and catalyst for change on all aspects of Health and Education that affect the Indiana Latino Community.

At the Hispanic Heritage Month luncheon in Indianapolis, ILI honored leaders and organizations that have stepped up over-and-above their ongoing responsibilities to ensure the Latino community had support and thrived. Some leaders have founded organizations, others were elected, and some have contributed resources, their expertise, and their time. During the past year, when Covid-19 disproportionately affected the Latino Hoosier community's health, education, income, housing and more, some Latino-serving organizations and their leaders increased their efforts, raising Covid prevention awareness, mobilizing the community to get vaccinated, offering boxes of food, advising on housing and eviction threat, and more.

Almost 20 years ago, Vidal was one of a small group of visionary Latinos in Evansville who created HOLA, a non-profit organization that has evolved as the Latino community has grown. The annual HOLA Latino Festival is now the premier Latino event in the region. HOLA mobilizes the community to volunteer at events, trains Latinos to serve as advocates, and collaborates with the community to raise funds for selected causes. She also served on ILI's Legislative Advisory Committee and helped create the 2021 policy agenda. Vidal is recognized by the education and business sectors as a leading education, workforce, and economic development voice of the Latino community.

Her professional experiences over the last 25 years have led to a wide and deep trajectory. Starting as a Chemical Engineer conducting product research for Procter and Gamble in Venezuela (her native country) and later Mead Johnson in Evansville, to various manufacturing roles with GE Plastics (now Sabic), then transitioning to Higher Education spending 10 years at USI and now as the first Latina Ivy Tech Chancellor in Evansville.

Starting just a week before the 2020 pandemic shut down, Vidal has navigated with strength, optimism, and empathy the strange waters of the post-covid era and led the come back to classes with great success.



Business Turnaround Management

By Jesse Kauffman, Lead Consultant, Everyday Business Resilience Group November 2021

Welcome to the 3rd article in our three-part series on Business Turnaround Management! I hope you found the first two articles in the series helpful, and if you haven't read them yet, be sure to check them out on The City-County Observer website.

For this article we'll be looking at how we can apply what we've learned from identifying the causes of the business failure and quantifying those failures to understand what that truly cost the business. We'll use this information to build a plan of action and then execute that plan.

After working through the processes of my first two articles you should have two key pieces of information: what caused the business to fail, and what the true cost of that failure was. Now that you have the primary causes of failure identified and what that failure is worth to the business, you have the baseline for what needs to be addressed for the business turnaround.

The first step to take now is to prioritize the business processes you need to change. Using the information you've generated on causes of failure and impact of those causes, you should be able to rank the failed processes by which ones cost the business the most. When that priority list is finished, you can then begin developing your change plans for each failed process.

Rank the processes according to the following criteria:

- Cost, in terms of contribution to the failure
- Cost, in terms of the money required to change the process
- Return expected, in terms of the processes contributing to cash

flow
•Amount of time needed to modify or revamp the process

•Number of people needed to change the process, both dedicated and part-time

You can use the results from these rankings to plan which processes you need to revamp first. To keep things simple, for each process just add up the results of the 5 criteria. The highest score will be where you'll focus your initial efforts.

Because this list will not only give you an idea of which processes are critical to the business and need to be revamped, it will also allow you to see which processes aren't critical to the business and are taking up valuable resources, whether those resources are money, time, or people. Now's the time to deprioritize, or even eliminate those low-value processes, so that you can conserve and direct your available resources to changing your high-value processes. It's also a great gut check on how you may have been prioritizing an aspect of your business that doesn't deliver much in the way of return on your investment.

Now that you know where to focus your efforts, it's time to roll up your sleeves and get into the hard work of changing long-standing processes. Because the business failed, there's a good chance that if you attempt these changes using only the people that were part of that failure, you will find it difficult to make the change you need. That's not to say that the people you have can't help make the changes

-continued on page 14



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Vanderburgh County Commissioners and Old National Events Plaza announce rent relief for nonprofit fundraising events

November 2021
EVANSVILLE - The Vanderburgh County Board of Commissioners approved a plan today that will provide rental relief for community events held at Old National Events Plaza. Under that plan, 501(c)(3) charitable organizations located within Vanderburgh County may submit applications requesting that room rental fees be waived for catered fundraising events held in the County-owned convention center. Qualifying organizations hosting events now through the end of 2022 are encouraged to apply.

The initiative is designed to provide aid to local groups for which social fundraising activities are critical. Many nonprofit organizations were forced to cancel or postpone events in 2020 and 2021, and

rising commodities and labor costs have made the return to pre-pandemic functions even more difficult for many. "In light of the last two years, and the pressures that Vanderburgh County nonprofit organizations have faced, we wanted to focus on relief, but also recovery," said Commissioner Jeff Hatfield.

"This assistance may help mark the return of an annual awards luncheon or fundraising gala that hasn't been held since 2019," continued Commissioner Cheryl Musgrave. "It also provides an opportunity for Old National Events Plaza to attract more activity in order to meet its community service and occupancy goals."

"Our hope is that these waivers will assist organizations already committed to returning to in-person events, and incentivize

those that are still considering whether or not they can afford to resume programming in 2022," added Commission President Ben Shoulders.

Organizations interested in submitting a waiver request in support of a nonprofit fundraiser should first contact the Old National Events Plaza Sales Department to ensure space and date availability. Forms can be requested from Old National Events Plaza at 812-435-5770 or from the County Commissioners' office at 812-435-5241.



Report makes recommendations to improve curriculum and training programs

November 2021
INDIANAPOLIS - Governor Eric J. Holcomb released the findings of a report assessing the curriculum, training standards, policies, and practices of all state-level law enforcement agencies.

"I made a commitment to fostering an inclusive and equitable environment for all Hoosiers to take part in and that commitment meant taking a critical look at our state's law enforcement," Gov. Holcomb said. "By commissioning a third-party review, we have assessed what state law enforcement agencies are doing well and where we can improve. As the assessment progressed, the agencies initiated implementation of some of the recommendations and are working toward reviewing and implementing the remaining items. I will continue to do my part to assure the citizens of Indiana that law enforcement officers are operating according to the highest standards."

Hillard Heintze, now a division of a Jensen Hughes Company, provides independent reviews of law enforcement agencies, focusing on analyses of strengths and weaknesses, evaluations of community policing strategies, and assessing training curriculum and strategies. Some of the firm's clients include the Louisville Metro Police Department, the Denver Sheriff's Department, and the Schaumburg Police Department located in Illinois.

Hillard Heintze spent the past year reviewing policies, procedures, and training materials of the Indiana Law Enforcement Academy (ILEA), the Indiana Law Enforcement Training Board (LETB), the Indiana State Police (ISP), the State Excise Police, Indiana Conservation Officers, Capitol Police Services and Gaming Police as well as meeting with staff. The firm issued recommendations for the governor's consideration.

Among the ISP recommendations that have been implemented:

- Issuing body-worn cameras for all state troopers on the frontlines
- Developing a strategic recruitment plan to accomplish recruiting and diversity goals
- Investing in a shared case management system to allow for efficient and effective internal investigations and to increase transparency between law enforcement agencies
- Releasing a comprehensive annual report with the goal of transparency and data sharing
- Implementing a nationally recognized system that tracks use-of-force incidents for review and analysis to improve training programs and early intervention.

ILEA has committed to:

- Establishing a workgroup to reevaluate current training methods that include topics such as implicit bias
- Developing more online training to streamline operations and create more efficiency
- Creating programs to include more scenario-based training for recruits
- Developing and implementing a de-escalation response program for those suffering from a mental health crisis.

LETB has committed to:

- Developing more standard training and minimum standard requirements across the state
- Implementing structural changes that put in place dedicated personnel to oversee the training process and curriculum
- Supporting legislative changes to include civilians, as well as all satellite academy directors, as voting board members.

All other agencies with policing services have committed to:

- Utilizing public messaging platforms to inform and engage the public about the specific agency work

-continued on page 15

Ascension St. Vincent Pediatric Therapy Program is making a difference



November 2021
 Ascension St. Vincent Evansville recently unveiled a new, expanded Pediatric Therapy program offering outpatient physical, occupational, and speech therapy services. The newly renovated kid-friendly space is located within the Center for Children and adjacent to the Patricia Browning Stone Sensory Playground. Ascension St. Vincent Evansville Foundation was proud to support this important project for our children and families.

Taylor Teppen's son, Mitchell, has greatly benefitted from the care he has received through the program. She states, "Our experience with the Pediatric Therapy Program has been nothing short of exceptional. My son, Mitchell, started physical therapy treatments for severe Torticollis when he was just 1 month old. After only 2 months with our therapist, Nicolette, I've

seen a complete transformation. Mitchell regained full neck mobility and has easily met all developmental milestones along the way. Not only has Nicolette provided important hands-on treatment for Mitchell during his appointments, but she also has given me the tools and confidence I need to continue his therapy exercises at home."

Nicolette Juncker, Pediatric Therapist, discusses the need for such a program in our community: "...it is a privilege to be able to give back and provide our clients with these much-needed services. Therapy significantly impacts both the child and caregiver's daily lives, so being another resource for families here in the Tri-state is crucial to allow kids to get the help both when and how they need it. ...I feel very blessed to be able to help kiddos of all ages in our community."

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Gov. Holcomb makes appointments to various boards and commissions

Executive Board of the Indiana Department of Health

The governor made five reappointments to the board, who will serve until August 31, 2025:

- Blake Dye (Fishers), representing hospital administrators
- Robin Marks (Indianapolis), representing veterinarians
- Joanne Martin (Indianapolis), representing nurses
- Suellyn Sorensen (Indianapolis), representing pharmacists
- Patricia Spence (Indianapolis), representing engineers

The governor also made one new appointment to the board, who will serve until January 31, 2023:

- Shelley Rauch (Noblesville), representing health facility administrators



Indiana Election Commission

The governor made one new appointment to the commission, who will serve until June 30, 2022:

- Litany Pyle (Covington), an attorney with Justice & Pyle, Attorneys at Law

Indiana Horse Racing Commission

The governor made two reappointments to the commission, which will serve until September 30, 2025:

- Philip Borst (Indianapolis), owner of the Shelby Street Animal Clinic
- William McCarty (Bloomington), former state senator

The governor also made one new appointment to the commission, who will serve until September 30, 2025:

- Timothy Wade (Indianapolis), retired attorney

Judicial Nominating Commission for the Superior Court of Lake County

The governor made three new appointments to the commission, who will serve until September 30, 2025:

- Heather Delgado (Munster), partner with Barnes & Thornburg LLP
- David Wickland (Munster), an attorney with David Wickland Attorney at Law, PC
- Todd Williams (Saint John), vice president of lending at American Community Bank

Military Interstate Children's Compact Commission

The governor made one new appointment to the commission, who will serve at the pleasure of the governor:

- Brian Murphy (Indianapolis), chief of staff with the Indiana Department of Education

Office of the Public Access Counselor

The governor reappointed Luke Britt (Indianapolis) to serve a new term as Public Access Counselor. He will continue his service through October 31, 2025.

The "Indiana Academy" celebrates 50 years and inducts eight leaders for their contributions to private higher education in Indiana

November 2021
 The Indiana Academy celebrated its 50th anniversary with a gala at the Columbia Club in Indianapolis on Monday, October 18. The Academy was founded in 1970 and promotes the advancement of Indiana through the support of Independent Colleges of Indiana and its member institutions. The eight members honored at this year's gala included:

the 2020 and 2021 classes of inductees at an in-person event this year," said David W. Wantz, president and CEO of Independent Colleges of Indiana. "This is an incredible group of leaders and we're grateful to each for their impact upon our campus communities and upon the State of Indiana."

During the event, Dr. Earl Brooks II, president of Trine University, awarded an honorary doctorate to Indiana State Health Commissioner Dr. Kris Box in recognition of her leadership and support of Indiana's private colleges during the COVID-19 pandemic.

•John Dunn, Chairman and CEO, Dunn Hospitality Group



•Linda E. White, Chief Administrative Officer, Deaconess Henderson Hospital



•Earl Goode, Chief of Staff, Indiana Governor Eric Holcomb
 •Patricia Grant, Executive Director, Community Foundation of Wabash County

•William Shrewsbury, Founder, Shrewsbury & Associates, LLC
 •Max Siegel, Chief Executive Officer, USA Track & Field

•Dennis Bland, President, Center for Leadership Development

•Sara Bushe Cobb, retired Vice President for Education, Lilly Endowment, Inc.

The Indiana Academy honorees are recognized annually for lifetimes of achievement and contribution to the state of Indiana. Members of the Academy demonstrate exceptional leadership in philanthropy, business, public service, advancement of the sciences, the arts, literature, culture, and scholarship in connection with Indiana's independent non-profit colleges and universities. Bios and introduction videos for all inductees can be found online.

"It is not an overstatement to say that Dr. Box's leadership saved lives on our campuses and in our communities," said Earl Brooks II, president of Trine University. "And for that, we owe her a debt of gratitude that we can never repay. But we can bestow upon her the highest honor that a university has at its disposal, our honorary doctorate."

"About the Indiana Academy Modeled after the French Academy, the Indiana Academy was established in 1970 by the Independent Colleges of Indiana to recognize individual leadership, achievement, and philanthropy designed to promote the advancement of the state, as well as its independent sector of higher education. All Indiana Academy members are listed online. Watch this history video to learn about the Indiana Academy and its founder, Kurt F. Pantzer, Sr.

"About Independent Colleges of Indiana Independent Colleges of Indiana serves as the collective voice for the state's 29 private, non-profit colleges and universities. ICI institutions employ over 22,000 Hoosiers and generate a total local economic impact of over \$5 billion annually. Students at ICI colleges have Indiana's highest four-year, on-time graduation rates, and ICI institutions produce 30 percent of Indiana's bachelor's degrees while enrolling 20 percent of its undergraduates.

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Entertainment

Lt. Gov. Crouch, IHCDCA launch crowdfunding campaign for Historic Evansville Theatre

\$50,000 goal to receive matching grant through IHCDCA's CreatINg Places initiative

November 2021
 Lt. Gov. Suzanne Crouch and the Indiana Housing and Community Development Authority today announced a partnership with Friends of the Victory Inc. to restore a local piece of Evansville history. Evansville residents will soon restore local history if this crowdfunding campaign reaches its goal of raising \$50,000 by Nov. 15, 2021. If successful, the project led by Friends of the Victory Inc. will receive a matching grant as part of the Indiana Housing and Community Development Authority's (IHCDCA) CreatINg Places program.

"The Victory Theater has been an anchor of my hometown's arts community for a century," Crouch said. "This campaign will help restore an Evansville treasure and light the way for Hoosiers to come enjoy performances in this historic venue for years to come."

Funds from this campaign will restore the over 100-year-old theater's marquee, honoring its

history and the legacy of the arts in Evansville. Funds will be used to manufacture and install a historic blade sign, install an LED message board to support arts events, and create a public event to celebrate the lighting of the historic sign. "The replica of the historic Victory marquee will serve not only as a symbol for the theatre itself but as an iconic symbol of historic downtown Evansville," said Scott Schoenike, President of the Friends of Victory. "We are grateful that the Indiana Housing and Community Development Authority's CreatINg Places program is assisting us in the final fundraising for this project."

The CreatINg Places program began in 2016, projects have raised more than \$5.5 million in public funds and an additional \$4.5 million in matching IHCDCA funds.

The program is available to projects located in Indiana communities. Non-profit entities (with 501c3 or 501c4 status) and Local Units of Government are eligible to apply.

Eligible projects must have a minimum total development cost of \$10,000, where the recipient will receive \$5,000 in IHCDCA matching funds should it successfully raise \$5,000 through Patronicity. IHCDCA will provide matching grant funds up to \$50,000 per project.



Josh Turner plays Old National Events Plaza

November 2021
EVANSVILLE - Country and gospel artist Josh Turner will take the Aiken Theatre stage in February of 2022. The MCA Nashville recording artist is one of country music's most recognizable hit-makers. From his 2003 Platinum-selling debut Long Black Train to his 2017 Billboard No. 1 release, Deep South, Turner has scored multiple GRAMMY®, CMA and ACM Awards nominations and received six Inspirational Country Music Awards.

As one of the youngest members inducted into the Grand Ole Opry, Turner has sold more than 8 million units, topped more than 1.5 billion in global streaming and populated radio with hits like "Hometown Girl," "Would You Go With Me," "Your Man," "Time Is Love," "Why Don't We Just Dance" and "Long Black Train." Josh Turner has been an Opry member for over 10 years and recently reveled in his 150th performance on the famed Opry circle.

His project, I Serve A Savior

debuted in 2018 at No. 1 on Nielsen's Top Current Country Albums Chart and No. 2 on Billboard's Top Country Albums and Top Christian Albums Charts. The "musically brilliant" (Worship Magazine) album remained Top 10 on Billboard's Top Country Albums Chart for 9 consecutive weeks and remained No. 2 on the Top Current Christian Albums chart for 83 weeks.

All tickets originally purchased for the 2020 tour will be honored at the 2022 performance.

Ticket Information:
What: Josh Turner
When: Friday, February 25, 2022
Where: Old National Events Plaza, Aiken Theatre
Tickets: Tickets start at \$39.50 plus applicable fees and tax. Tickets purchased for the original date will be honored.



Comedian Rodney Carrington coming to Old National Events Plaza on February 26, 2022

November 2021
EVANSVILLE - Multi-talented comedian, actor, and writer Rodney Carrington just announced his upcoming ME IN! Tour will stop at Old National Events Plaza on February 26. Triple threat artist Carrington is one of the top 10 highest-grossing touring comedians of the past two decades.

As a platinum-recording artist, he recorded eight major record label comedy albums, followed by three albums on his own record label, Laughter's Good Records. His last album "Here Comes the Truth" (released 2017) climbed to #3 on the comedy charts, accruing tens of millions of streams on Spotify and even spawned a Netflix special.

Since his breakthrough album "Hangin' with Rodney," debuted in 1998, Carrington has landed 10 top 10 comedy albums. "Hangin' With Rodney" and "Morning Wood" earned RIAA gold record certification, and his Greatest Hits (a double CD) album reached platinum status.

As an actor, Carrington starred in his own TV sitcom, "Rodney" on ABC, co-wrote and co-starred with Toby Keith in the feature film, "Beer for My Horses," which won the Tex Ritter Award from the ACM. He also starred in his own Netflix special "Here Comes The Truth."

Carrington's newest single "Let



Me In" will be released on October 15 and is available for streaming or download on your favorite music platform.

Tickets go on sale Friday, October 8 at 10 AM local time. For more information and tickets, visit RodneyCarrington.com.

Ticket Information:
What: Rodney Carrington - Let Me In Tour

When: Saturday, February 26, 2022 at 7:00pm

Where: Old National Events Plaza

Tickets: Tickets start at \$49.50 plus applicable fees and tax

Ticket pre-sale is October 7 from 10 am -10 pm and tickets go on sale October 8 at 10 am.

Tickets are available at TicketMaster.com or at Old National Events Plaza Box Office.

For more information about the Aiken Theatre, visit: www.oldnationaleventsplaza.com.

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Education

Indiana launches \$540 million grant program to support Early Childhood Education programs

November 2021

INDIANAPOLIS – Today the Indiana Family and Social Services Administration announced new Build, Learn, Grow Stabilization Grants, intended to support child care, early care, and education and out-of-school time programs that have faced increased costs and challenges brought on by the COVID-19 pandemic. Funds will be distributed across at least two grant rounds, with the first round covering three months of providers' operating expenses, allowing them to stabilize their operations and invest in their businesses to build capacity for the future.

Stabilization grants are made possible by funding Indiana received from the 2021 American Rescue Plan Act.

"The COVID-19 pandemic has been extremely challenging to the early education industry, as providers have worked to remain open to safely serve children, while many families have chosen to keep children at home or with family which impacts providers' revenue," said Nicole Norvell, director of FSSA's Office of Early Childhood and Out-of-

School Learning. "In addition to enrollment challenges, providers continue to grapple with increased supply and material costs as well as staffing shortages. We are committed to helping them recover and strengthen their operations, as high-quality child care is critical to our whole state's recovery, allowing families to work and businesses and communities to thrive."

Build, Learn, Grow Stabilization Grants are non-competitive and awarded on a rolling basis, but providers are encouraged to apply quickly to gain immediate access to funding. Providers can use grant funds to cover different expenses:

- Personnel costs focused on increasing employee compensation
- Employee recruitment and retention to attract and retain staff
- Facility fees such as rent, mortgages or utilities
- Facility maintenance or improvements such as playground upgrades or accessibility improvements
- Business supports such as new software or shared services

arrangements

- COVID-19 safety-related needs to keep staff and children safe

- Mental health supports such as counseling for children and employees or health and safety training

Grant amounts are calculated per child care site, based on each provider's program type, average attendance, staffing costs, quality level and geography. Grant awards for this initial round will total approximately three months of a provider's operating costs. A provider's total amount of grant funding received through the Build, Learn, Grow Stabilization Grant program is capped at \$500,000 per site for the duration of the program.

More than 3,600 child care providers from all over Indiana, serving more than 100,000 Hoosier children from birth to age 12, will be eligible to apply. Programs (including licensed centers, child care homes, unlicensed registered ministries or legally licensed exempt providers) must have been licensed or registered to operate in the state of Indiana at the time

of the ARPA enactment on March 11, 2021, and must also be open and currently serving children and in good standing.

Build, Learn, Grow Stabilization Grants are the latest in a series of initiatives Indiana is undertaking to help child care providers recover and rebuild from the pandemic. These include Build, Learn, Grow Scholarships, which pay up to 80% of child care, early education and out-of-school costs for families, and child care closure assistance grants, which reimburse programs for lost enrollment and COVID-related closures.

Providers can learn more about Build, Learn, Grow Stabilization Grants and apply at Stabilization. BuildLearnGrow.org. The site contains an introductory webinar, application walkthrough, FAQs, and the link to apply. All applications must be received no later than Dec. 30, 2021, though providers are encouraged to apply right away to begin using their funds. Additional rounds of funding will be announced in the future.

Art exhibit by Mark Pease on display at UE

November 2021

The University of Evansville (UE) presents "You Can't Call Clouds Clouds Because They're Always Moving," an exhibit by Mark Pease that will soon be on display at the Krannert Gallery. The exhibit will be available for public viewing from October 25 through December 11. The Krannert Gallery is located in the Krannert Hall of Art and Music on the UE campus.

The gallery is open from

noon until 3:00 p.m. on Monday, Tuesday, Friday, and Saturday. On Wednesdays and Thursdays, it is open from noon until 6:00 p.m. Masks are required while indoors.

A reception for the artist will be held on Thursday, November 11, at 6:30 p.m. A lecture will follow at 7:00 p.m. Both events are free to the public and will be held in the Peterson Gallery, located on the corner of Lincoln Avenue and Weinbach Avenue.

Mark Pease creates work in

a variety of media, including printmaking, animation, 3D visualizations, painting, and photography. Through his work, he explores visual ideas inspired by consumer nostalgia, simulacra, suburban landscapes, and modernist architecture.

Currently, Mark is an associate professor of digital media at Southern Illinois University – Carbondale. His courses incorporate the use of computer graphics, digital animation, video



art, and 3D modeling. Mark's work has been on display in national exhibitions such as Los Angeles, New York, and St. Louis.

For more information, contact the UE Art Department of Art at 812-488-2043, email art@evansville.edu, or visit the gallery's Facebook page.

Women engineers want girls involved with STEM

By Ashlyn Myers
TheStatehouseFile.com

November 2021

Women make up 50.8% of the population and 48% of the American workforce, but only 27% are engineers.

To combat this, the Society of Women Engineers (SWE) is holding an event called Invent It. Build It. (IIBI) Oct. 23 at the Indiana Convention Center for girls in grades 9-12. Billed as "the world's largest conference for women engineers,"

according to SWE's website, it offers girls the chance to:

- Participate in hands-on engineering activities.
- Learn how engineers can make a difference.
- Talk to female engineers and learn about their careers.
- Meet with engineering companies.
- Talk to different colleges and universities.

According to SWE, four out of five who previously attended the event said the conference's activities strengthened their confidence with engineering-related skills.

That's exactly why Dana Day, the high school coordinator for Invent It. Build It., got involved. She is an engineer herself and joined the Society of Women Engineers right out of college 15 years ago.

"One of the coolest parts is that each table is with a volunteer role model," Day said. "They get to talk and learn about what being an engineer is like in real life - not just what it looks like from textbooks or school."

Growing up, Day said she only ever saw male science teachers and engineers.

"I think part of what SWE does really well is getting those role models in front of students," she said. "I think it really does make a difference. We talk about how engineering isn't just about sitting behind a computer and crunching numbers. You can really have an engineering life where you are making a difference and making an impact."

Mary Zeis is another engineer and also the parent educator coordinator. She joined the Society of Women Engineers in her first year of college in 1974. "There weren't many girls in engineering back then, so it was important to stick together," she said.

Zeis will aid parents and teachers in learning about college admissions, scholarships, resources, and engineering careers. Because they greatly influence what careers kids pick, Zeis' main goal is to help them learn more about what engineering is and why it's a great option for girls.

If interested in attending this year's Invent It. Build It., follow this link.

FOOTNOTE: Ashlyn Myers is a reporter for TheStatehouseFile.com, a news website powered by Franklin College journalism students.



Girls at the 2019 SWE conference participate in engineering activities. Photo provided by The Society of Women Engineers.

McCutchan Art Center/Pace Galleries to host two exhibitions

November 2021

The McCutchan Art Center/Pace Galleries is excited to present two exhibitions to complete the Fall Semester, -RHIZA, an installation of experimental works by alumna Katherine Watts, and the 2021 Senior Seminar Exhibition.

Katherine Watts '07 is an alumna of USI who recently received her Master of Fine Arts from the University of Louisville. -RHIZA, a collection of artworks that focuses on an immersive experience of local ecology as well as the dichotomous relationship of humanity and nature, is presented through the eyes of the artist, eco-philosophy, eco-feminism, mycology and metaphor.

At 4:30 p.m. Thursday, October 21, Watts will give an artist talk about her work and the exhibition. The lecture will be held in the USI Performance Center, adjacent to University Center East.

2021 Senior Seminar Exhibition

The 2021 Senior Seminar Exhibition features the creative work of 10 studio art, graphic design, interactive media, and illustration students. The senior art and design seminars are capstone courses for Art and Art Education majors and combine discussion of current aesthetics issues in the visual arts with practical knowledge in career or graduate school preparation. The capstone courses are also an evaluation of the student's artistic growth and potential. This group exhibit is the culmination of these courses and a high point in the art majors' careers at USI.

Participants in the show include senior students Laisha Diaz De Leon, Kassiti Fink, Jade Hatcher, Ally Hinton, Mitchell Marcrum, Jerrith Morrison, Kelsey Parker, Faith Spahr-Munoz, Elizabeth Vanada and Joely Will.

The exhibition will be displayed from October 18 through December 10. Gallery hours are from 10 a.m. to 4 p.m. Monday through Friday, and 1 p.m. to 4 p.m. Sundays. The McCutchan Art Center/Pace Galleries is located in the lower level of the Liberal Arts Center. For more details, visit the gallery website.

Face coverings are required while in the gallery and all campus buildings. The physical distancing of three feet or more is also expected at all times. If you plan to bring a group of 10 or more people to the exhibition, consider contacting the gallery in advance.

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Education

Ivy Tech Community College launches \$285 million first statewide campaign; Evansville campus kicks off its local campaign

November 2021

EVANSVILLE – Today marks the beginning of the public phase of Ivy Tech Community College's first-ever statewide campaign. Ivy Tech Evansville announced its \$12.1 million Invest IN Ivy Tech Capital Campaign, at a public event on the Ivy Tech campus, as a part of the Ivy Tech overall goal of raising \$285 million. The live-streamed and in-person event was made simultaneously with all 19 campuses statewide.

Announced recently was a Community Economic Impact Report for the college and each campus. According to the report, Ivy Tech Community College's impact is felt all across Indiana. When the College's students succeed, communities and local businesses thrive, the state attracts new industries and entrepreneurs, and futures are bolder and brighter. A recent study revealed Ivy Tech has a \$3.9 billion cumulative annual impact to the state, the report states.

"Ivy Tech, Indiana's community college, plays an outsized role in upskilling Indiana's workforce and increasing Hoosier prosperity," said Sue Ellspermann, President of Ivy Tech Community College. "This campaign is largely a 'human capital' campaign ensuring we reach, educate, and serve all Hoosiers from first generation high school graduates to single parents and displaced workers allowing them to launch successful careers in high wage, high demand fields that will drive Indiana's future economy."

Shawn McCoy, chair of the Evansville Region campaign, CEO of Deaconess Health System, and secretary of the Ivy Tech Campus Board of Trustees said, "Ivy Tech's healthcare-field graduates come to our organization—and other health systems, hospitals and clinics—well-prepared and trained to provide quality patient care. He added that Investing in Ivy Tech's education programs allows individuals and organizations to

"invest in their future employees who will care for our patients, families and community." McCoy today announced that Deaconess Health Systems is contributing \$250,000 to the campaign.

Evansville Chancellor Daniela Vidal agreed about the need and desire of employees and the public to support Ivy Tech students. "One thing you discover quickly when you talk to an Ivy Tech employee is their strong passion for our mission and our students," she said. "This is because we experience daily the life, and even generational changes our students achieve through Ivy Tech. We also quickly realize the size of the need. Without the help and support of our community and donors we would not be able to support our students to the degree we do, not just academically but also with any other challenge that gets in the way of their success."

Invest IN Ivy Tech provides greater opportunity for each of the college's 19 campuses to educate, train, and support its students. The funds raised through the campaign will benefit all of the campuses serving the 92 counties across Indiana. It reflects the College's strategic plan and each campus' strategic priorities, and will make a substantial difference for students, communities and the state.

Silvia Barreto, a medical assistant and an Ivy Tech nursing student since August of 2020, said the support she has been provided at Ivy Tech means the difference of being able to continue, or not, and finish her Associate Degree. "I was working with a clinic providing COVID-19 testing to patients while attending school. Recently, my contract ended abruptly due to the decline in the number of patients being seen daily. I did find another job; however, it took a while for the hiring process to take its course," Barreto said. "During that time, I fell into some financial hardships. I was just about to begin the current semester that I'm in, and everything began to accumulate as far as payments and school expenses. Ivy Tech has given me the opportunity to not only have free books this year, frozen tuition, but also, the Lamkin Center and it's incredible donors have given me something I cannot begin to describe. They have given me hope—the positive reinforcement that I needed." Barreto said that support led her to

being able to successfully complete her first two nursing courses.

"I have been able to make it without the overwhelming feeling of my financial burdens keeping me from pursuing my educational goals and dreams," Barreto said.

The campaign is being co-chaired by Glick Art Owner & Chairwoman of the Eugene & Marilyn Glick Family Foundation Marianne Glick and Old National Bank Retired Chairman and Chief Executive Officer Bob Jones. Ontario Systems Co-Founder and former Chief Executive Officer Ron Fauquher is serving as the Chief Operating Officer for the campaign.

"I believe that an investment in Ivy Tech is the most impactful on the future of our citizens, our communities, and our State. I am honored to co-chair this campaign and help tell the Ivy Tech story," stated Glick.

"I have seen first-hand the role of Ivy Tech graduates in our communities. They graduate ready to work and to contribute to the quality of life in their hometowns," said Jones.

Ivy Tech's impact supports the equivalent of 56,697 jobs. For perspective, the activities of Ivy Tech and its students support one out of every 70 jobs in Indiana. A recent economic impact study showed that students invested \$502.8 million in time and money that will generate a cumulative return of \$2.2 billion in higher future earnings over their working careers.

"Ivy Tech's impact goes well beyond the benefits students derive from their education," said Ellspermann. "When the College's students enter the workforce, whether right out of Ivy Tech or after continuing on to earn a bachelor's degree, they bring with them valuable skills acquired through their education, resulting in increased productivity for their employers. That has a lasting impact on our state and the dozens of communities where our students live and work."

To unite the past with the future, Invest IN Ivy Tech will be completed in 2023, the 60th anniversary of Ivy Tech. Learn more at www.investinivytech.org.



Lois M. (Stallings) Welden Is 2021 Recipient Of USI Distinguished Nursing Alumni Award

November 2021

Lois M. (Stallings) Welden '94 M'01 D'14, a clinical nurse specialist with more than 40 years of nursing, research, and leadership experience,

"Lois is an outstanding mentor for nursing staff at all levels, sharing knowledge and critical thinking skills in a calm, compassionate and easily approachable manner," wrote one of her award nominators. "She educates on the importance of using nursing research and evidence to support practice changes to improve nursing care and patient outcomes. She is a nurse who exhibits passion for the nursing profession by being a role model and encouraging others to strive to improve and develop themselves."

Welden, one of seven children, was born in Indianapolis and raised on a farm in north-central Indiana. When she was only 15 years old, she applied to work as a nurse aide at Clinton County Hospital in Frankfort, Indiana, with the intent to earn tuition and room and board money while attending a Christian high school and college that was a few hours from home. When she was denied employment because of her age, she returned three months later at the age of 16 to speak to the Director of Nursing, who abruptly said, "I will not hire 16-year-olds because they are not dependable!" Welden immediately reached out to her teachers and others to obtain letters of recommendation, and she continued to regularly call on the DON to give her the letters as they came in. "She finally gave up and hired me, saying (while pointing her finger at me) that she would train me herself!" said Welden. "She was an old Army nurse whose uniform was heavily starched, and she had a stern, no-nonsense look that was quite intimidating, but I refused to be diverted. I was determined to show her I was dependable."

This young farm girl with no prior nursing experience embraced the various tasks she was given at the hospital which set the stage for her future career. "While working as a nurse aide there, I realized the joy of caring for patients and that I could be instrumental in alleviating their pain and providing comfort," she said. "Growing up, I thought I wanted to be a missionary, but with my exposure working as a nurse aide, I knew I wanted to be a nurse."

In 1979, when her four sons were age 7 and under, she made the decision to begin the nursing program at the University of Evansville while working full-time as a nurse aide at Deaconess Hospital, Evansville. "The hospital made a difference in my life," she said, recalling the tuition support offered by Deaconess to earn her associate degree in nursing. "They believed in their employees and believed in me. After I graduated from UE, I had other job offers, but I felt like I had something to give back to Deaconess, so I started working as a staff nurse in the cardiac intensive care unit there. Deaconess has also been supportive of the other nursing degrees (bachelor, master's and doctorate) I have earned."


Throughout her career at Deaconess, she has held the titles of the assistant head nurse and department director, and today, at age 70, she still currently works full time in nursing leadership as a clinical nurse specialist in the Deaconess Magnet Program and Employee Education Department.

She has also served as adjunct faculty at USI since 2015, teaching online Clinical Synthesis and Nursing Informatics over the years.


Welden credits USI faculty for her decision to become a nurse manager. "They knew I had high standards," she said. "One day, I was walking on campus with two of my instructors, and one of them said, 'Look at your hands. Imagine if you could influence 80 to 100 nurses to give the same care that you do?' I had four kids ... I wasn't interested in the manager job, but what they said got me thinking. I've been fortunate to hold positions to influence nurses to provide excellence in nursing care, use evidence-based practice and be involved in research."

Each year, the USI Nursing Alumni Society recognizes a graduate who has made outstanding achievements in a career or public service. For more information about the USI Nursing Alumni Society, visit the society's web page.





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Sports

MVC announces basketball package on Bally Sports/NBC Sports Chicago

November 2021

ST. LOUIS - The Missouri Valley Conference will distribute a men's basketball telecast package on Bally Sports Midwest and NBC Sports Chicago in 2021-22, Commissioner Jeff Jackson announced today.

The Valley, with Kansas City-based LTN Global Communications serving as its production company, has worked in conjunction with Bally Sports Midwest - along with its sister regional outlets Bally Sports Indiana and Bally Sports Kansas City - and NBC Sports Chicago to clear the telecasts.

The Valley on ESPN - the league's co-branded digital platform via the ESPN app - will also distribute the productions outside the two networks' combined six-state footprint - Illinois, Indiana, Iowa, Kansas, Missouri and Nebraska. Telecasts shown within the regional sports networks' distribution area will be streamed on the Bally Sports app.

The Valley is in multi-year agreements with Bally Sports

Midwest and NBC Sports Chicago through the 2023-24 academic year.

"The alliance between our regional partnerships with Bally Sports Midwest and NBC Sports Chicago, and the cooperation between those networks and ESPN, continue to generate national linear and digital distribution of our men's basketball games," said Jackson, who is in his first year as commissioner. "This collaborative affiliation provides multiple ways for our fans to consume our men's basketball content."

The 2021-22 package features five appearances by 2021 MVC regular-season and defending State Farm MVC Tournament champion Loyola and four appearances each for Drake and Missouri State. Loyola reached the Sweet 16 during the 2021 NCAA Tournament, while Drake received an at-large bid and advanced to the second round.

Five schools - Bradley, Evansville, Illinois State, Indiana State and Valparaiso - will each

receive three exposures. The Purple Aces' three appearances come over an 8-day period in January. A pair of pivotal home contests begin that stretch on Saturday, Jan. 15 when the Aces welcome Drake to the Ford Center before playing host to Loyola three days later. Both the Bulldogs and Ramblers played in the 2021 NCAA Tournament. The final contests in that stretch will be the Sunday, Jan. 23 game at Illinois State.

The 2022 State Farm MVC Men's Basketball Championship - the league's 32nd-consecutive event in St. Louis - on March 3-6 will feature nine games with the first six contests being shown on Bally Sports Midwest and NBC Sports Chicago.

Both opening-round games on March 3 and the four quarterfinal games on March 4 will air on Bally Sports Midwest, NBC Sports Chicago and The Valley on ESPN outside the six-state RSN footprint.

The semifinals on March 5 will be on CBS Sports Network, and the title contest on March 6



will air at 1 p.m. Central on CBS Sports for a 17th-consecutive season.

In 2020, The Valley joined the Big East (New York City) as the only Division I athletics leagues to conduct their men's basketball tournaments in the same city for 30 or more consecutive years.

The 2022 event will mark the 26th-straight year that Bally Sports Midwest has distributed Arch Madness telecasts and the 18th-consecutive year that NBC Sports Chicago has carried tournament action.

Bally Sports Midwest, which was rebranded from FOX Sports Midwest on March 31, 2021, began carrying MVC-produced content during the 1996-97 academic term - the first year the Conference brought all 10 teams to St. Louis for Arch Madness.

Learfield Properties Announces "The Jimmy Johns Cup"

Year-long promotion to include shared sports at UE and SIU

November 2021

EVANSVILLE - Purple Aces Sports Properties at the University of Evansville and Saluki Sports Properties at Southern Illinois University have partnered together with Jimmy Johns to announce The Jimmy Johns Cup.

A year-long competition that

will include all sports shared by the Purple Aces and Salukis, The Jimmy Johns Cup will be a competition between head-to-head athletic matchups as well as best finishing scores in non-head-to-head contests between the programs.

"The GM at SIU and myself wanted to collaborate on a

project that would involve both athletic programs," Purple Aces Sports Properties General Manager Brandon McClish said. "When we approached the team at Jimmy Johns with this idea, they immediately got on board."

Whenever the Aces and Salukis square off in a head-to-head contest, one point will be awarded to the winner of the game or series (in the case of baseball or softball). This includes men's and women's basketball, volleyball, baseball, softball, and women's soccer. Sports such as golf, cross country, swimming/diving, and track and field that are not head-to-head will award a point to the team who has the top finishing position or point total.

At the completion of the academic year, the program with the highest number of points for the season will receive The Jimmy Johns Cup to display on campus and in the city.

"We want to be a part of the Jimmy John's Cup to build a new tradition for the people of both Evansville and Carbondale. We, as a company, have been active within these two communities



for going on 25 years and we plan on being around for 25 more," Jimmy Johns Local Director of Marketing Andrew West exclaimed. "This is an amazing all-around opportunity for everyone involved. It is something that is new for the area and can really build a rivalry between the two programs. I cannot wait to see how big this gets and where it goes from here."

Participation in The Jimmy Johns Cup heavily includes fans and supporters of both universities. Each school will have a webpage dedicated to The Jimmy Johns Cup that will include information, season standings, and coupons. Coupons for use in the winning team's city will be posted to site a for either school following each point earned.

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FRIDAY, NOVEMBER 26
6AM - 9:30PM CT

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30 Reward Points = 1 Entry | Legend = 5X Daily
Superstar = 3X Daily | Star = 2X Daily

To be eligible for the drawings, check in by swiping your Bally Rewards Card at any promotional kiosk between 6PM - 8PM on Friday, November 26.

24 WINNERS RECEIVE UP TO \$1,000 IN FREE SLOT PLAY!
3 WINNERS PLAY FOR \$1 MILLION!

Drawing announcements begin at 8:15PM.

During the Grand Prize Drawing, three lucky guests will draw from a series of envelopes.

The first 5 matching envelopes will reveal their prize.

- 5** ENVELOPES CONTAIN **\$1 MILLION!**
- 20** ENVELOPES CONTAIN **\$20,000!**
- 20** ENVELOPES CONTAIN **\$10,000!**

Details at ballysevansville.com.

\$38,000 *Fall into Cash* Cash & Free Slot Play Giveaway

SATURDAY, NOVEMBER 20 • 7:30PM CT

Open to all Bally Rewards Members.

Earn entries **Monday, November 1 - Saturday, November 20** by playing your favorite Casino games during the promotion dates.

10 Reward Points = 1 Entry | Legend = 5X Daily
Superstar = 3X Daily | Star = 2X Daily

Winners draw from the prize board to reveal their prize!

Details at ballysevansville.com.

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\$20,000 *Jackpot* PARTY

FRIDAY, NOVEMBER 19
7:30PM - 9PM CT

Any member who receives a hand pay between **6AM Monday, November 1 - 7:45 Friday, November 19** will receive an entry into the drawing on Friday, November 19.

Members will have as many entries as they have hand pays.

Members may place their entries into the drawing bin located at the Players Club on **Friday, November 19 between 6AM - 8PM.**

Details at ballysevansville.com.

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CenterPoint Energy receives approval for 400 megawatts of renewable energy serving Southwestern Indiana

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renewable resources is reflective of CenterPoint Energy's commitment to renewable resources and its net-zero carbon by 2035 emissions goals. More information on the company's net-zero goals can be found at www.sustainability.centerpointenergy.com.

"We're pleased to receive regulatory approval to move forward with these significant renewable resources, which will serve our local electric customers, providing a cost-effective, stable energy option," said Steve Greenley, Senior Vice President, Indiana Electric Operations for CenterPoint Energy. "We look forward to the continued work with these companies to bring the Posey County solar array to fruition and provide additional clean energy to our customers through the Warrick County PPA."

Construction of the solar project with Arevon Energy Management is scheduled to be in service by 2023. The initial construction phase will require establishing a sub-station to interconnect with CenterPoint Energy's power grid. The solar array is anticipated to generate enough power to meet the needs of more than 50,000 households per year, while also helping large customers achieve their individual sustainability goals.

Clēnera projects its solar array will be in service by 2023. CenterPoint Energy's PPA entitles it to 100 MW of the array, which will generate enough power to meet the needs of more than 18,500 homes per year.

CenterPoint Energy Receives Approval For 400 Megawatts Of Renewable Energy Serving Programs and services are operated under the brand CenterPoint Energy by Southern Indiana Gas and Electric Company d/b/a CenterPoint Energy Indiana South.

Evansville region targets population growth in \$50 million READI submission

-continued from page 1

Beth McFadin Higgins. "At its core, the plan is focused on population growth and talent."

The plan highlights near-term opportunities that can be enabled by READI funding as a Phase I and long-term projects that help the Evansville Region fully achieve its vision in Phase II. The plan was developed through inclusive collaboration with community, business, and educational leaders and guided by E-REP.

"Our vision is clear, our plan is achievable, our strategy is measurable and the results will dramatically transform the Evansville Region," said E-REP CEO Tara Barney. "By committing to these specific aspirations, we've set our community on the right track."

Next steps in the READI process include presenting to the state's review committee the week of November 29th with award announcements in December.

More information about the Evansville Region's plan can be found on E-REP's website, here: <https://evansvilleregion.com/readi-program/>.

Todd Rokita marks another successful prosecution of Medicaid fraud

-continued from page 3

successful prosecution."

The conviction and sentencing of Betty Hanks, owner and operator of Liberty Labs Inc. in Perry County, followed an in-depth investigation by the Indiana MFCU and the U.S. Department of Health and Human Services' Office of Inspector General.

Investigators determined that Hanks billed for medically unnecessary services and misrepresented the services she did provide. Hanks pleaded guilty and was sentenced earlier this month in a Perry County court to three years' probation for her theft conviction and two years for her identity deception conviction. She was also ordered to repay \$63,642.65 in restitution to Medicare and Indiana Medicaid.

The Medicaid Fraud Control Unit has now recovered more than \$8 million for the Indiana Medicaid program so far in 2021. Across all divisions, the Office of the Indiana Attorney General has recovered more than \$206 million this year on behalf of Hoosiers.

Attorney General Rokita thanked the MFCU staff members who worked diligently on this investigation and prosecution, including Investigator Brian Goodwin and Deputy Attorney General Grainne Kao.

The Indiana Medicaid Fraud Control Unit receives 75 percent of its funding from the U.S. Department of Health and Human Services under a federal grant. The remaining 25 percent is funded by the State of Indiana.

USI satellite, UNITE CubeSat, nears reentry Milestone comes as satellite nears 1,000th day in orbit

-continued from page 1

Control announced the deployment of UNITE CubeSat. The 18th Space Control Squadron of the U.S. Space Force is now predicting that the satellite could reach reentry as early as this Thursday, October 21. The 18th Space Control Squadron is tasked with providing support to the space surveillance network, maintaining the space catalog, and managing the United States Space Command's space situational awareness sharing program to the United States, foreign governments, and commercial entities.

Designed and built by a team of University of Southern Indiana undergraduates, UNITE is the first orbiting satellite designed by students at an Indiana public university and was also the first functional CubeSat in orbit to have been made as part of NASA's Undergraduate Student Instrument Project, which provided funding for the undergraduate design and construction of satellites across several institutions.

"I'm stunned that it has worked every day - not perfectly, but every day - for almost 1,000 days," says Dr. Glen Kissel, Associate Professor of Engineering and lead advisor to the UNITE CubeSat team. "I would never have guessed that it would work that long and stay in touch for that long."

Asked to what he attributes the unit's longevity, Kissel says with a grin, "It was built here at USI!" But pressed further he aptly passes credit to the students involved with its construction and those who joined the team later to see through the testing and delivery to NASA. He also points out that "we kept it simple."

As the CubeSat nears the end of its lifespan, its mission is to measure plasma levels in the lower ionosphere, record its own internal and exterior temperatures and measure its orbital decay as it reenters the Earth's atmosphere. As of Monday afternoon, the satellite was still around 125 miles out from the surface of the Earth. Kissel explained that at around 50 miles it would begin to break up. While data is coming in daily, Kissel says he most likely will not know exactly when and where UNITE burns up during reentry.

Kissel is quick to point out that this is not the end of the mission. There will be significant amounts of data to review as it becomes available. "Orbital operations will come to an end, but we still have data to look at and examine," he says.

As many as 12 students previously worked on various stages of the project over the past five years, most of whom are now graduated and have moved on to careers in engineering and aerospace. Currently, due to complications caused by the COVID-19 pandemic, only one student, the newest to join the project team this past year, is working with Kissel. Clayton Davis, a mechanical engineering major from Normal, Illinois, is analyzing the data being sent back by UNITE and will continue to do so both during and after burn up on reentry.

The challenge for Davis and Kissel is that UNITE is not responding to new commands designed to ramp the satellite back into high-data mode. Early in its mission, UNITE was sending back data too frequently, which was costly, and had to be forced into a lower data frequency mode, a task that gave the team some fits as it was slow to respond. Now, as it nears its mission-critical phase, it needs to be sending data more frequently but is again slow to respond to commands. "The key now is the plasma data," says Kissel. "We will be getting some, but ideally we would be constantly taking in data, as well as constant temperature data. If we don't get a continuous data stream, we may be missing some things."

Despite the hiccup, Davis continues to analyze incoming data with a current focus on the satellite's decay rate as it continues to near reentry. His first task was to reevaluate the original predicted mission time, using the same tools that the original predictor used, and spot any mistakes. In doing so, he found the cause of miscalculations that initially predicted a much earlier reentry date in 2016. Kissel explains that UNITE was deployed during solar minimum, a period of low solar activity that may have affected drag on the satellite and why it took longer to get to reentry.

"It's very exciting to be a part of the project as the mission comes to an end," says Davis, "I never thought I would be involved in such an important project for USI Engineering, during my collegiate career."

NASA's part in the project ended with a final report in June 2020 and Kissel looks back fondly on the two major papers and presentations students gave during conferences in 2019. He has remained in touch with several members of the core student team over the years and says he even consulted several of them during recent attempts to get the CubeSat back into high-data-rate mode. He looks forward to congratulating all of them as UNITE pings its final signals back to Earth.

Business Turnaround Management

-continued from page 5

needed, as they have first-hand experience with the business failure, and the value of that type of learning opportunity is too often discarded.

This is a great opportunity to combine the strengths of your existing employees and new or outside help. Bring in some new people with experience in your industry or the processes you're trying to change, but who have not worked with your specific business for a significant length of time. Their viewpoints and experiences can bring valuable insights that can be combined with the hard-earned learnings of your existing team, allowing you to benefit from two critical skillsets that you need at this time:

- The ideas and creativity that a set of new eyes brings to the challenge.
- The experience and institutional knowledge that your existing employees bring to the challenge.

If you can put this kind of effort into changing the most critical process your business has, a successful business turnaround is practically guaranteed. Once you've revamped that first process, each following process you focus on changing will be easier than each previous process, allowing you to build up momentum and affect the business turnaround you dream of faster than you thought possible.

I hope you've found this series of articles useful for your own business, and I look forward to continuing to share insights and valuable information multiple times each month with you through The City-County Observer.

FOOTNOTE: Jesse has 17+ years of experience in industries including, appliances, plastics, nutrition, and pharmaceuticals, across all aspects of business operations. He and his wife, Josi, are proud parents of 3 wonderful kids and are continually working on their own version of a modern homestead on the west side of Evansville, IN.

If you have questions please contact Jesse at 812-568-0515 or jesse.kauffman@everydaybusinessresilience.com

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Lavender Timmons speaks on Evansville Recovery Alliance

-continued from page 3

deal with on a regular basis: fear of contraction, fear of a loss of resources, isolation, losing jobs, losing housing, losing community. It's not a good thing that people are experiencing these issues now due to COVID, but it has made folks more able to relate to people with substance use disorder and the struggles they face.

Also, in previous years of our outreach, we saw local overdose rates and disease transmission decrease with access to Narcan and harm reduction awareness. During the pandemic, national and local overdose rates have increased. We believe this is evidence that the factors of the pandemic and loss of resources is driving folks to self-medicate more dangerously.

We also haven't trained publicly since COVID started. Rates of transmission have gone up, and as an organization focused on harm reduction, we don't want to encourage people to do anything that may likely cause them harm. So that's the only thing that has really changed internally, our operation shifted more to a delivery-based, 1-on-1 operation. It's daily, it can be hard to keep up with at times, and we are volunteers, but we do try to get to as many people as possible.

We also realized that many times the government isn't prepared for these situations, or they are slow to act, and those that are prepared to act are your neighbors and the people we already have relationships with. So, we are trying to build more energy towards community organizations, and because of COVID, I think that is something more people are starting to think about.

QUESTION: What Motivates You To Continue Your Good Work?

So, daily there is someone being saved by Narcan, or someone is requesting Narcan. Even if I don't check the local or national news, I still hear about the Opioid Crisis through word of mouth, that people are overdosing on my street, in my neighborhood, in my city still. It is still affecting lives daily. The need, and people actively seeking it out. Knowing that people are accessing these resources proves that it is worthwhile. I believe it needs to remain free and in the hands of the people who it directly impacts.

QUESTION: Why Should The Community Care About The Issues That You're Addressing?

It's very relatable, unfortunately. I think within three degrees of separation anyone can find someone in their lives dealing with substance use disorder or someone that is in recovery, or, unfortunately, someone who has passed. And if they don't think they know anyone affected by these issues, I think they're wrong.

Fortunately, the science and the language are changing, the way we are framing addiction and how effective it is, what qualifies as addiction, and the way we categorize the different levels of addiction is changing. And again, the more destigmatized we are, the more information we are receiving from people being affected by substance use disorder, and the more information we gather the more we can help the community.

The community is already being affected by the Opioid Crisis, so the reason they should care is this is one of the surefire ways they can help, by carrying Narcan and becoming more educated. Being more willing to talk about substance use disorder, especially generationally. Talk about the issues with your parents and your children. Be open to the reality that a person with substance use disorder might not be ready for recovery, and it's important to accept them and meet them where they are.

QUESTION: Does Narcan Come In The Form Of A Nasal Spray?

Yep, that's right. So, right now we have both. We have the intramuscular type, the one that comes with a needle, but we also supply the nasal spray. People very much prefer the nasal type because it is less invasive and very similar to allergy medication on the market. It was made to be easy to use, specifically for that reason, to lessen the barriers that people might feel prevent them from carrying Narcan. The nasal spray can be administered by just placing the tip of the device into the nasal passage and pressing the red plunger down with your thumb. It sends the Narcan into the cranial cavity and it focuses on opioids that are in the system.

QUESTION: Is NARCAN Only Targeting Opioid Receptors And Are There Any Known Side Effects?

Correct, so Narcan is what first responders give to people that are unconscious, even if they aren't sure what substances are in their system. Narcan is used in hospitals and emergency rooms. They even sometimes use it when women deliver babies, to sort of subdue some of the narcotics they've given to address the pain. Again, Narcan only interacts with opioids, the opioid receptors, it does not react to anything else. It is used so widely because if someone is overdosing from substance use, even if they think they know what that substance is, often it is off the streets and maybe cut with something. We are hearing a lot about Xanax being cut with Fentanyl. So, even if someone doesn't think they are taking an Opioid, they may be wrong.

There are no known side effects of Narcan, though people sometimes report headaches, dizziness, or maybe aggression, those are all symptoms of withdrawal. If anyone does have to have Narcan administered to them, we do recommend they still go to the hospital to be seen, even if just to restore their fluids and give themselves a moment for someone to monitor their heart rate. Narcan does wear off after around sixty minutes, so if there are still opioids flooding the system, a person can overdose again. In which case they would need an additional dose of Narcan.

QUESTION: What Can Our Community Do To Support Evansville Recovery Alliance?

It might sound silly but please like and follow our Facebook, it is one of the main ways people prefer to get ahold of us. We also have videos up that help to educate folks as comprehensively and as easily as possible. So, the information is easy to understand and easy to share. We offer virtual training, and virtual therapy groups as well. They can learn about Narcan, learn about substance use disorder, learn about generational trauma. Avoid stereotyping, avoid stigmatizing, because that's shown to not be helping. Carry Narcan, and you can get ahold of us if you want to carry it. Be vigilant about legislation and try to make your voices heard to bureaucrats and politicians, keep chipping away. The more pressure they have on them to get your votes for reelection, the more support we can get behind these health services that we desperately need. Donate if you want, and volunteer if you have the time.

FOOTNOTE: Lavender Timmons is an Evansville native Certified in harm reduction by the National Harm Reduction Coalition. She has spent the last four years working and training alongside the Indiana Recovery Alliance and is one of the co-founders of Evansville Recovery Alliance.

If you or anyone you know is struggling with substance use disorder and need access to Narcan, you can contact Evansville Recovery Alliance through their Facebook at <https://www.facebook.com/evvrecoveryalliance/>

Michael L. Smith, Jr is a "Community News Writer" for The City-County Observer and is currently completing classes at Ivy Tech Community College in pursuit of a Bachelor of Arts degree in Journalism.

If you know someone who deserves to have a spotlight shined on their contributions to the community, please email the author at msmith1221@ivytech.edu

Report makes recommendations to improve curriculum and training programs

-continued from page 7

•Modernizing information systems to better track and analyze performance metrics.

"We applaud Gov. Holcomb's efforts to review and consider changes to the policies, procedures, operations, and training of the state law enforcement agencies with whom we worked," said Rob Davis, senior vice president of law enforcement consulting at Hillard Heintze, a Jensen Hughes Company. "While any organization can benefit from a review of its operations, we appreciate the fact that Indiana's leadership embraced our assessment efforts and opened their doors to us without hesitation. It was clear to us they too want to make sure their operations align with best practices. They were very willing to challenge themselves as they considered potential changes to their operations."

Aurora's Homeless Experience Project 2021

-continued from page 3

To help raise awareness and funds, each participant will have their own crowdfunding web page where the public can make online donations on their behalf. Checks can also be sent to Aurora at 1001 Mary St., Evansville, IN 47710, Attn: Kim Armstrong. The participants are each challenged to raise \$5000. Livestreams may also be available periodically through the event so participants can share their personal experiences with the public and help promote a better understanding of what the homeless experience is like for many of our clients.

A closing ceremony that includes a news briefing as well as participant testimonies will take place at 11 AM on Saturday, November 20th in Aurora's parking lot located on 1001 Mary Street.

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